

**The University of Tennessee**

**Diversity Plan**

College/Dept.  A&S/Sociology

**Goal One:** Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party
Foster an environment supportive of diversity in terms of race and ethnicity, gender, and other and other differences. Provide information about diversity issues.  Welcoming statements on public venues	Increase the number of students, faculty, and staff from differeing backgrounds.	existing efforts	Head, Graduate Director, and Undergraduate Coordinatc
	Encourage students, faculty, and staff to participate in diversity programs and related programs.	existing efforts	
	Promote diversity in all orientation sessions for students, faculty, and staff	existing efforts	Head, Graduate Director and Undergraduate Coordinatc
	Promote activities such as film series, research, etc. that foster diversity through the departmental web page and newsletter newsletter.	existing efforts	Head
	Add the UT welcoming statement to the departmental web page	By January1, 2007	Head

**Goal Two:** Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (per chancellors).

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>
Increase the number of under-represented populations in faculty and staff positions	<p>Conduct aggressive national searches for under-represented populations. Earmark under-represented populations in advertising efforts and contact individuals as appropriate.</p> <p>Secure external funding to promote faculty and staff diversity.</p>	ongoing	Head and search committees
Enhance the retention of under-represented groups through career advancement opportunities.	<p>Fund faculty and staff to attend workshops and conferences.</p> <p>Provide information about career advancement opportunities.</p>	ongoing	Head
		ongoing	Head and Faculty

**Goal Three:** Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students

Objectives	Strategy/Tactics	Date	Responsible Party
Recruit and support minority and international students. Identify existing support programs and develop new programs for students from under-represented populations	Visit high schools and colleges to recruit minority students.	ongoing	Department Head and Faculty
	Provide departmental scholarships for minority and international students.	ongoing	Department Head in conjunction with the Undergraduate and Graduate Committee
	Help international students with language and related problems.	ongoing	Head and the Graduate Director
	Promote faculty involvement with the Ronald E. McNair program.	ongoing	Head
	Increase internet marketing of the undergraduate and graduate programs.	1-Jan-07	Head, Graduate Director and Coordinator
	Provide tuition waivers to qualified minority and international students.	ongoing	Head, Graduate Director, and Undergraduate Coordinator
	Increase information about funding and support opportunities for minority and international students.	ongoing	Head, Graduate Director, and Undergraduate Coordinator
	Increase graduate stipends to attract minority and international	ongoing	Head and

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| students.

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| Graduate  
| Director

**Goal Four:** Develop and strengthen partnerships with diverse communities in Tennessee and globally.

Objectives	Strategy/Tactics	Date	Responsible Party
Involvement with local community organizations serving minority groups.	Increase the number of service learning opportunities for students.	2005-06 and beyond	Head and Undergraduate Program Committee
	Recruit minority students from Tennessee.	2006-07 and beyond	Undergraduate & Program Committee
Attention to health and related issues facing minority groups in Tennessee	Examination of cancer risks facing African Americans in Tennessee for	2007-08	Head
	Examination of social and economic problems facing Latinos in Tennessee	ongoing	Selected faculty
Attention to global issues	Develop and implement study abroad courses.	2006-07	Department Head and selected faculty
	Establish links with international universities.	2005-06 and beyond	Department Head and interested faculty currently engaged in China, Vietnam and Ecuador

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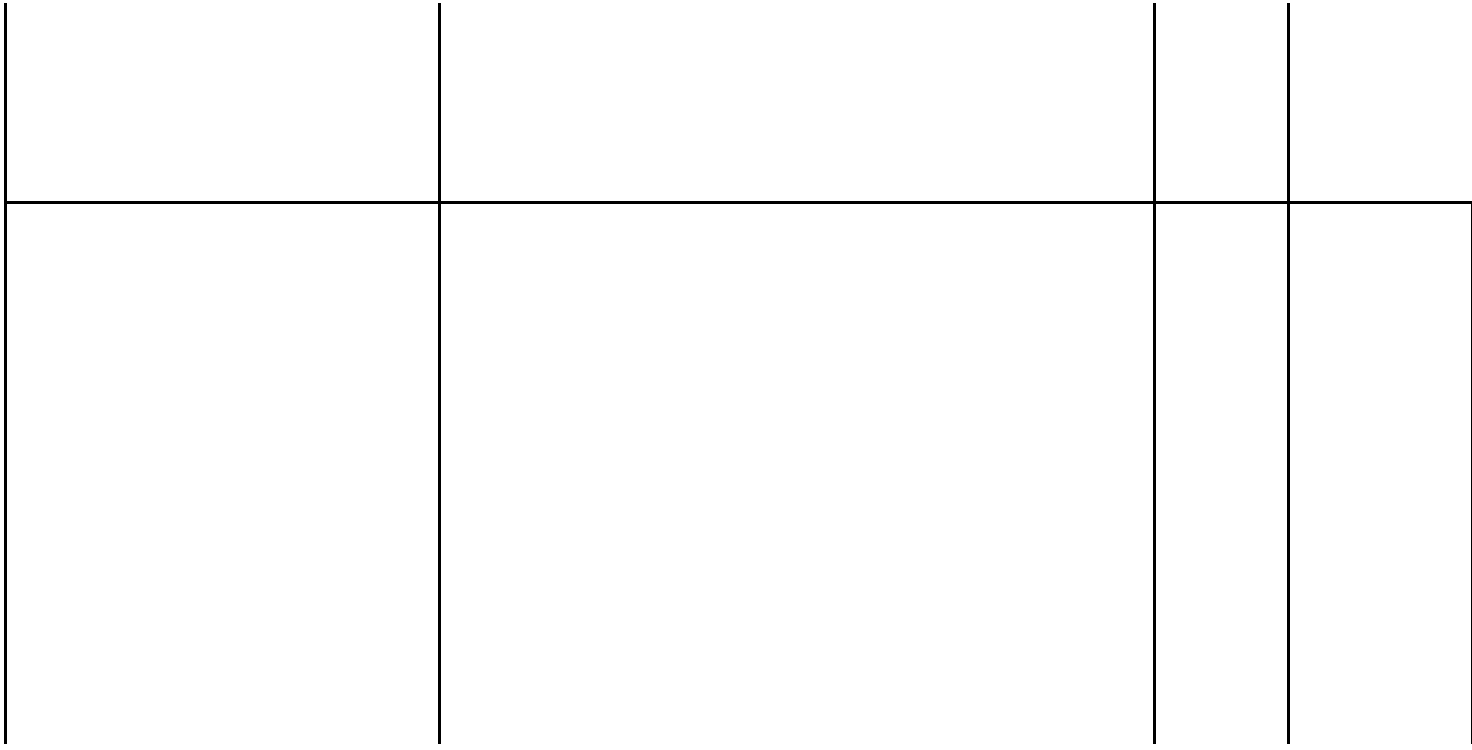
**Goal Five:** Ensure that curricular requirements include significant intercultural perspectives.

Objectives	Strategy/Tactics	Date	Responsible Party
<p>Increase the intercultural awareness of students.</p>	<p>Intercultural course development at the undergraduate and graduate levels.</p>	<p>2006-2007 and beyond</p>	<p>Head and Undergraduate or Graduate Commit</p>
	<p>Continue the department's film series each semester on domestic and international intercultural issues</p>	<p>2004 and beyond</p>	<p>Head and selected faculty.</p>
	<p>Encourage student involvement in UT semester abroad or study abroad courses.</p>	<p>ongoing</p>	<p>Head and faculty</p>
	<p>Support faculty traveling to international conferences in an effort to increase their global orientation.</p>	<p>ongoing</p>	<p>Head</p>
	<p>Establish an annual seminar series to address intercultural issues in the US and around the world. Two to three speakers would be invited to campus to discuss ongoing research. May be part of the department's ongoing film series.</p>	<p>Begin 2007-08</p>	<p>Head and selected faculty</p>

**Goal Six:** Prepare graduate students to become teachers and researchers in a diverse world.

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>
Graduate student exposure to diversity issues.	Discussion of diversity issues in the departmental teaching seminar and the ongoing film series	Implemented Fall 2005	Graduate Director
	Discussion of diversity issues at the fall orientation for entering graduate students.	Fall 2007	Head and Graduate Director
Promote student ability to interact effectively with others of different backgrounds and to participate successfully in global environment.	Support graduate students to participate in conferences.	ongoing	Head & Grad Dire
	Promote and support international travel, research, and teaching opportunities for advanced graduate students.	ongoing	Head and Faculty
	Encourage graduate students to take courses with a strong intercultural content.	ongoing	Head and Gradua Director
	Provide opportunities for graduate students to teach courses with intercultural content.	ongoing	Head
	Encourage students and faculty to form research groups with an intercultural focus.	ongoing	Head and Faculty





**Benchmarks**

Monitor the number of students, faculty, and staff from differing backgrounds.

or

Monitor the number of students, faculty, and staff attending training sessions.

Monitor orientation sessions.

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or

Monitor number and types of departmental activities.

When completed.

particularly department heads, directors, deans, and vice

**Benchmarks**

Document efforts to recruit under-represented populations and monitor the results.

Monitor efforts to secure funding and document successes.

Increase funding opportunities in the next year and . beyond.

Monitor and document efforts.

its.

**Benchmarks**

Monitor activity of the Gead and Faculty.

Increase solicitation of scholarship funds from alumni.

Increase in scholarship funds.

Increase contact with incoming international students and monitor interactions with international students.

Have at least one faculty member participate each year.

Ensure that the departmental website is welcoming to historically under-represented populations and students. Continual monitoring.

Monitor the number of waivers received by minority and international students.

Determine the increase in information provided.

Determine the increase in stipends for minority and international

students.

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**Benchmarks**

Increase the number of students engaged in service learning activities.

Increase in the number of minority students.

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Distribution of research findings to interested organizations health care needs of African Americans.

Distribution of research findings to interested organizations Latinos.

Increase in the number of study abroad courses.

Increase in the number of institutionalized links with international universities.

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**Benchmarks**

Create and offer new courses, including study abroad courses, a new undergraduate course on globalization, and a new course on diversity issues in the US

Continue the film series each semester in consultation with faculty and students.

Monitor the number of students participating.

Monitor faculty traveling to international conferences.

Implementation of the series starting 2007-08.



**Benchmarks**

Number of students participating

Number of incoming graduate students participating.

Monitor the level of support each year.

Monitor number of students so engaged.

Monitor number of students who take courses with an intercultural content.

Monitor the number of students teaching such courses.

Monitor research group activity of faculty and students.

